

# Non-financial information and diversity

The EU Directive on the disclosure of non-financial and diversity-related information was published at the end of 2014. It was transposed into Dutch legislation before the end of 2016, resulting in two separate decrees: Disclosure of non-financial information (“Bekendmaking niet-financiële informatie”) and Disclosure of diversity policy (“Bekendmaking diversiteitsbeleid”). These decrees make it mandatory for companies to include non-financial and diversity-related information in their annual reports.

The information required under these decrees is incorporated throughout the Annual Report 2019. The table below provides an overview of the key topics to be addressed and where they can be found.

Theme	Section	Page reference to the Annual Report 2019	Ahold Delhaize website
<b>Business model</b>			
Our Leading Together strategy defines the kind of group we want to be, what drives us, and how our brands will win in all our markets.	Our Leading Together strategy	17	<a href="https://www.aholddelhaize.com/en/about-us/company-overview/strategy/">https://www.aholddelhaize.com/en/about-us/company-overview/strategy/</a>
	Our growth drivers	18 - 23	
	Value creation	24 -26	
<b>Environmental matters</b>			
At Ahold Delhaize, we are reducing our energy intensity and emissions by assessing and reducing the environmental impact of our operations. We have already uncovered plenty of opportunities: from the refrigerators, transport methods and energy we use, to how we dispose of waste.	Our growth drivers	18 - 23	<a href="https://www.aholddelhaize.com/en/about-us/company-overview/strategy/">https://www.aholddelhaize.com/en/about-us/company-overview/strategy/</a>
	Value creation	24 - 26	
	Creating value for our stakeholders	27 - 33	<a href="https://www.aholddelhaize.com/en/sustainable-retailing/">https://www.aholddelhaize.com/en/sustainable-retailing/</a>
	Group non-financial review	45 - 52	
How we manage risk	91-104	<a href="https://www.aholddelhaize.com/en/about-us/stakeholder-interests/climate-change/">https://www.aholddelhaize.com/en/about-us/stakeholder-interests/climate-change/</a>	
<b>Social and personnel matters</b>			
We recognize that diversity and inclusion are critical to our Company’s success – they make us better and increase associate engagement.	Value creation	24 - 26	<a href="https://www.aholddelhaize.com/en/sustainable-retailing/">https://www.aholddelhaize.com/en/sustainable-retailing/</a>
	Creating value for our stakeholders	27 - 33	
	Group non-financial review	45 - 52	
	How we manage risk	91 - 104	
<b>Respect for human rights</b>			
We are committed to respecting the human rights of our associates, our customers, our communities and the people who work throughout our supply chains.	How we manage risks	94	<a href="https://www.aholddelhaize.com/en/about-us/stakeholder-interests/human-rights/">https://www.aholddelhaize.com/en/about-us/stakeholder-interests/human-rights/</a>
<b>Anti-corruption and bribery</b>			
Being a trustworthy retailer of choice is very important for us. We are committed to conducting business with integrity, in an ethically responsible manner and in compliance with the law in all countries and jurisdictions in which we operate.	How we manage risks	103 - 104	<a href="https://www.aholddelhaize.com/media/4907/anti-corruption-and-bribery-policy.pdf">https://www.aholddelhaize.com/media/4907/anti-corruption-and-bribery-policy.pdf</a>  <a href="https://www.aholddelhaize.com/en/about-us/ethical-business/code-of-ethics/">https://www.aholddelhaize.com/en/about-us/ethical-business/code-of-ethics/</a>
<b>Diversity</b>			
We strive to create a workplace that reflects the diversity of our communities and where each person feels valued and inspired to develop to their full potential.	Group non-financial review	45 - 52	<a href="https://www.aholddelhaize.com/en/sustainable-retailing/">https://www.aholddelhaize.com/en/sustainable-retailing/</a>
	Our Management Board and Executive Committee	74 - 75	
	Our Supervisory Board	76 - 77	<a href="https://www.aholddelhaize.com/en/about-us/governance/documentation/">https://www.aholddelhaize.com/en/about-us/governance/documentation/</a>
	Supervisory Board report	85 - 90	
In the composition of our Management and Supervisory Boards, we aim for diversity of nationality, age, education, gender and professional background.			